

Press Release

Bologna, January 18, 2024

Hera Top Employer for the 15th Consecutive Year

The company reaffirms, once again in 2024, its position among the best performers in human resources management, thanks to substantial investments in welfare, training, and skill development.

Hera Group is certified Top Employer for the 15th year in a row, ranking among the top three Italian companies, standing out for employment policies.

The Top Employers program this year recognized and certified more than 2,300 Top Employers in 121 countries globally. Awarded by the Dutch Top Employers Institute, a global certifying body for HR excellence, this is among the most prestigious international recognitions for companies meeting high standards in human resources management. The certification is granted after a meticulous and increasingly selective annual analysis, focusing on specific parameters such as remuneration policies, working conditions, career opportunities, corporate culture, training and people development.

"We have firsthand witnessed the extraordinary performances of certified companies, and how Top Employers have shown a genuine interest in the well-being of their people. They have committed to improving working conditions, thereby contributing to the collective enhancement of workplace landscapes," stated David Plink, CEO of the Top Employers Institute, at the 2024 certification.

Well-being of individuals, training, professional growth, and enhancement of individual skills with a focus on people and their talents: these are the key assets that have earned the Group the recognition. The role of HerAcademy, the corporate university founded in 2011 and the first of its kind in Italy in the multiutility sector, has proved vital. Through competence development, the academy guides individuals and the organization in addressing changes in view of the ongoing energy, environmental, digital, and technological transition. An example is the training center in Ferrara. Hera Group's multifunctional facility - among the first in the country - is equipped with innovative tools and provides hands-on learning for safe operations on water, gas, and electric networks. A real training ground that offers an ideal space for experimenting and developing specific technical skills.

With today's workforce - more focused than ever on personal wellbeing in view of a better work-life balance - Hera aims at fostering leadership that through trust, full inclusion and constant development guides them through finding the profound meaning in their work. While actively contributing shared value to the company, each individual is indeed a central player in his own growth journey.

On the welfare front, involving 99% of the company's population, Hera Group invests over 6 million euros annually. Each worker can allocate his per capita shares for health benefits, insurance, social security, personal services, well-being and income support. The plan is highly flexible, as workers may even convert part of their performance bonuses into services. It is an inclusive plan that leaves no one behind and makes no distinction between contractual levels.

"Our people are our main resource, and the recognition we have once again been awarded with this year by the Top Employers Institute only reaffirms the empowerment and training policies we have long embraced," stated Cristian Fabbri, Executive President of Hera Group. "The constant professional and



satisfaction growth of Hera Group employees allow us to continue improving the quality and sustainability of our services and to face new challenges, effectively managing even the most complex scenarios."